

# NTEU 207 News

Volume 2, 8

Monday, May 17, 2004

## Executive Raises

While the Chairman is cutting the budget elsewhere, he was more than generous with FDIC Executives. The average raise for executives was 4.0%, higher than the 3.2% for the bargaining unit, which was negotiated, but slightly lower than the 4.1% issued to other Federal employees. However, 15% of the executives received a raise of 6% or higher, with highest raise being 8.06. And that doesn't include bonuses. The mean or most common raise was 3.2%, which was given to 20 of the 179 executives. The following table shows spread and range of raises.

| Recipients | Percentage |
|------------|------------|
| 15         | 0.0        |
| 1          | 1.5        |
| 13         | 2.0 – 2.84 |
| 50         | 3.0 – 3.81 |
| 43         | 4.0 – 4.95 |
| 27         | 5.0 – 5.98 |
| 20         | 6.0 – 6.53 |
| 4          | 7.0 – 7.5  |
| 3          | 8.0 – 8.6  |

## Did you know ...

*Management must first contact the subject of an investigation before they contact other employees or other sources for any investigation.*

**Privacy Act, 5 USC 552a(e)(2)**, The Privacy Act requires agencies to "collect information to the greatest extent practicable directly from the subject individual when the information may result in adverse determinations about an individual's rights, benefits, and privileges under Federal programs."

You are also entitled, per our Negotiated Agreement, to Union Representation during an investigatory meeting. If you are called to a meeting with management in which you feel the questions being asked may lead to disciplinary action or have an adverse affect on you, you should notify management of your right to representation, end the meeting, and contact a Union Steward.

## OPM Chief Faults Rumsfeld Plan

### Defense Reconsiders Approach to Revamping Work Rules

By Christopher Lee

Washington Post Staff Writer

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Below is an excerpt from an article in today's Washington Post.

"One prominent critic says Defense Secretary Donald H. Rumsfeld's plan to revamp the department's personnel system tramples veterans' rights, offers a bad model for

changing federal pay and represents a strategic blunder in the attempt to modernize the federal civil service government-wide.

“The critic is not some union leader or razor-tongued analyst. She is the Bush administration's own human resources guru: Kay Coles James, director of the Office of Personnel Management.”

To view the full story, follow this link [Washington Post](#).

### **Material Disappearing From NTEU Bulletin Board**

Recently, the NTEU Bulletin Board in the Main Building has undergone a face lift. Martha Solt and Robin Zaner, two new stewards, have undertaken the responsibility of putting a fresh face on our Bulletin Board.

Apparently, their design is attracting attention, because material from the Bulletin Board has begun disappearing. First, a letter from NTEU National President Colleen Kelley regarding the FDIC's Proposed Legislation was posted and removed. Subsequently, a stack of membership forms were added and disappeared. Regarding the latter disappearance, we hope that that indicates a rise Chapter membership. As to the Letter disappearance, please contact NTEU 207 HQ for copies of material on the Bulletin Board instead of removing what's there. And for the record, removal of an item from NTEU's Bulletin Board by a member of management can constitute a violation of the Negotiated Agreement and an Unfair Labor Practice.

### **Chapter Looking for Help**

The chapter is looking for help with keeping the bulletin board at Virginia Square updated with information. We will supply you with material; you just need to update the board every couple weeks.

### **CSA Group Grievances Filed for Arbitration**

FDIC has denied all of the CSA Group Grievances filed by this Chapter, which were forwarded to NTEU National to file for arbitration. And they were filed Friday, May 7<sup>th</sup>. Additionally, FDIC has also counter filed a grievance against the Chapters, headquarters as well as some field Chapters, for violating the agreement by attempting to increase the percentage of employees who received a CSA.

Chapter 207 continues to seek participants for the Group Grievances filed over the inequitable distribution of CSAs. If you feel you are interested in being a named participant in a group grievance or would like additional information, please send a message to the NTEU 207 HQ mailbox.

### **Thanks to Silent Partners**

With the many issues that our Chapter is currently facing, the help that we get from otherwise quiet members is greatly appreciated. The information you provide is invaluable in assisting us in fighting for your rights. To those of you quietly helping Chapter 207 behind the scenes, you know who you are, thank you!

### **Looking for Copies of Newsletters?**

All the Chapter News Briefs are published on our Web Site:  
<http://fdic01/resource/nteu207/ChapNews.html>.

